

Equality objectives:

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are formed from our reviews of assessment information and other indicators. Objectives are:

- Ensure that all groups achieve well in terms of the academic progress they make (**as a minimum** to meet the good criteria for outcomes as defined by Ofsted);
- Ensure that the attendance of pupils with special educational needs and disabilities (SEND) is at least in line with the national average for all pupils.
- Ensure there are no wide variations in attendance figures between minority ethnic groups. That the attendance of all groups continues to rise to at least in line with the national average.
- Ensure the curriculum recognises the achievements of a diverse range of individuals.
- Ensure pupils eligible for the pupil premium grant make rates of progress which is at least close, and in some subjects matches other pupils with the same starting points.
- Quickly identify and provide high quality support for pupils who either new, or recent arrivals to the United Kingdom and often are at the earliest stages of speaking English (currently 15%).

Equality statement:

Equality lies at the heart of our work. Aston Tower serves, and is, a very diverse community. Pupils from over 30 different heritage groups attend our school. Most pupils speak English as an additional language and many are at least bilingual. Our pupils are drawn from a wide range of faiths and some have no faith. The wider school community (parents, staff and trustees) reflect this diversity.

We are committed to ensuring the equality of opportunity and elimination of discrimination, harassment and victimisation for all stakeholders in line with the Equality Act of 2010. We promote equality of opportunity and eliminate discrimination, harassment and victimisation through all aspects of our work to ensure that:

- Everyone is treated fairly and with respect;
- Our school is a safe, secure and stimulating place for everyone
- The curriculum tackles prejudice and promotes understanding;
- We recognise that people have different needs, and understand that treating people equally does not always involve treating them in exactly the same way;
- Some pupils need extra support to help them make progress and be successful;
- Different groups are consulted and involved in our decision making, including for pupils, through the School Council;

- No one receives less favourable treatment, harassment or discriminated against because of their age, disability, gender reassignment, pregnancy or maternity, race, religion or belief, sex or sexual orientation.
- Advance equal opportunities and foster good relations between those who share one of the above characteristics and those who do not.